

**Cirtin, Brenda**

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**From:** Douglas Burlison [dab1964@mchsi.com]  
**Sent:** Monday, May 05, 2008 10:38 PM  
**To:** Cirtin, Brenda  
**Subject:** Tuition Assistance Program Questions

Brenda,  
Could you distribute the following e-mail to the rest of Council and City Management?  
Thanks Doug

Fellow members of Council and City Management:  
I would like to supplement as much of the funding of the tuition assistance program for our employees as possible. This is a benefit that I think is valued by our workforce, and retaining some or all of it would offset some of the other sacrifices we are asking them to make. To fund this item, I would propose two sources . . . that being a percentage of City Council travel funds, and the deferred compensation bonuses for non-classified personnel. To be honest, I don't have enough information at this point to provide mathematical details, but that is where I'm hoping the Manager's office can help by providing some answers:

- #1. What had we reserved in the past for this program?
- #2. How many employees have taken advantage of this benefit?
- #3. What cuts have already been made to City Council's part of the budget?
- #4. How much is paid out annually for the deferred compensation bonus for non-classified personnel?

Keep in mind this is not an attempt at starting back at square one, but rather tweaking what we've been working on. I, personally, would like to send the signal to our employees that they are valued, and that we will get through this together.  
Thanks for your consideration,  
Doug Burlison